

DD/A 75-2241

9 MAY 1975

MEMORANDUM FOR: Director, Equal Employment Opportunity  
SUBJECT : Vocation Interest Test

1. There has been considerable correspondence relative to the initiation of the "unisex" Interest Inventory. The universal application of this by the Agency has been delayed until July 1975 due to the need to get IBM scoring sheets so that we can score our own tests. In addition, we must make arrangements to have ETS train field testing personnel. I agree that this progress is too slow to enable us to demonstrate a commitment to the elimination of apparent sexual discrimination. Accordingly, we are implementing a plan which, while imperfect, will improve our posture.

2. Effective 12 May 1975, the new Strong-Campbell Interest Inventory (the unisex test) will be the only one given applicants in the Washington area. During the same week, we will identify field test centers that will be active during the period until 30 June. We will provide the new test forms and training to these test centers during May and will begin using this test as soon as each test center is prepared.

3. It will take us until 31 July to complete all of the activity necessary to change all of the 81 test centers to the new test and to enable our own computers to accommodate the scoring. However, this course of action should give us the maximum exposure during the period in question.

/s/ John F. Blake

John F. Blake  
Deputy Director  
for  
Administration

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